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HOUSE MEMORIAL 73

**48TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2007**

INTRODUCED BY

Antonio "Moe" Maestas

A MEMORIAL

REQUESTING THAT THE UNIVERSITY OF NEW MEXICO HEALTH SCIENCES CENTER ASSESS POLICIES FOR THE RECRUITMENT, RETENTION AND TENURE OF HISPANIC, NATIVE AMERICAN AND OTHER MINORITY HEALTH-RELATED FACULTY AT NEW MEXICO'S PUBLIC POST-SECONDARY EDUCATIONAL INSTITUTIONS.

WHEREAS, the Hispano-Latino advisory council, created at the university of New Mexico health sciences center, sponsored a health summit in 2006; and

WHEREAS, among the council's priorities were obtaining more support for cultural and linguistic competence programs, replacing funding for the combined bachelor's degree-doctor of medicine program at the university of New Mexico health sciences center and examining hiring patterns of tenure-track faculty; and

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1           WHEREAS, a baseline study of faculty who are tenured or on  
2 a tenure track at the university of New Mexico health sciences  
3 center documented that, while tenured and tenure-track  
4 Hispanic-Latino faculty on the main campus increased seven and  
5 one-half percent and ten and nine-tenths percent, respectively,  
6 between the years 1990 and 2004, the increase at the health  
7 sciences center was less than one percent; and

8           WHEREAS, the total number of tenure-track faculty at the  
9 university of New Mexico health sciences center increased from  
10 sixty-six in 1990 to ninety-five in 2004, the increase in  
11 tenure-track Hispanic-Latino faculty during the same period  
12 only increased from five to eight; and

13           WHEREAS, the Hispanic-Latino tenure-track faculty ratio in  
14 basic sciences fell during the same period, from thirty-one  
15 percent in 1990 to twelve percent in 2004; the Hispanic-Latino  
16 tenure-track faculty ratio in nursing fell from fifteen percent  
17 to six percent; and the Hispanic-Latino tenure-track faculty  
18 ratio in pharmacy remained unchanged; and

19           WHEREAS, a study of the recruitment, retention and hiring  
20 practices of Hispanic-Latino, Native American and other  
21 minority health-related faculty at all New Mexico public post-  
22 secondary educational institutions could help to identify  
23 physicians, nurses and other public health professionals  
24 interested in academic medicine; and

25           WHEREAS, such a study could assemble data on existing

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1 faculty at state educational institutions who are available for  
2 academic appointments and on existing medical students who are  
3 interested in academia; and

4 WHEREAS, the study could identify trends in current hiring  
5 and could predict future needs; and

6 WHEREAS, the study could examine fiscal, attitudinal and  
7 other barriers to increasing the recruitment of, awarding  
8 tenure to and retaining minority faculty in the health  
9 sciences; and

10 WHEREAS, the study could investigate promising and best-  
11 practice models for addressing work force diversity within the  
12 schools of medicine, pharmacy and nursing; and

13 WHEREAS, the study could conclude with recommendations for  
14 programming, funding and policy changes;

15 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF  
16 REPRESENTATIVES OF THE STATE NEW MEXICO that the university of  
17 New Mexico health sciences center be requested to assess  
18 recruitment, retention and hiring practices for Hispanic-  
19 Latino, Native American and other health-related faculty  
20 personnel at the health sciences center and at other state  
21 public post-secondary educational institutions in the state;  
22 and

23 BE IT FURTHER RESOLVED that, by November 2007, the  
24 university of New Mexico health sciences center report to the  
25 interim legislative health and human services committee its

.169139.1

1 findings and its plans to correct any deficiencies; and

2 BE IT FURTHER RESOLVED that copies of this memorial be  
3 transmitted to the executive vice president for health sciences  
4 at the university of New Mexico school of medicine, the  
5 secretary of higher education, the chair and vice chair of the  
6 legislative health and human services committee and the  
7 governor.

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